

BEST AVAILABLE COPY

EXHIBIT A

SalariesReview.com

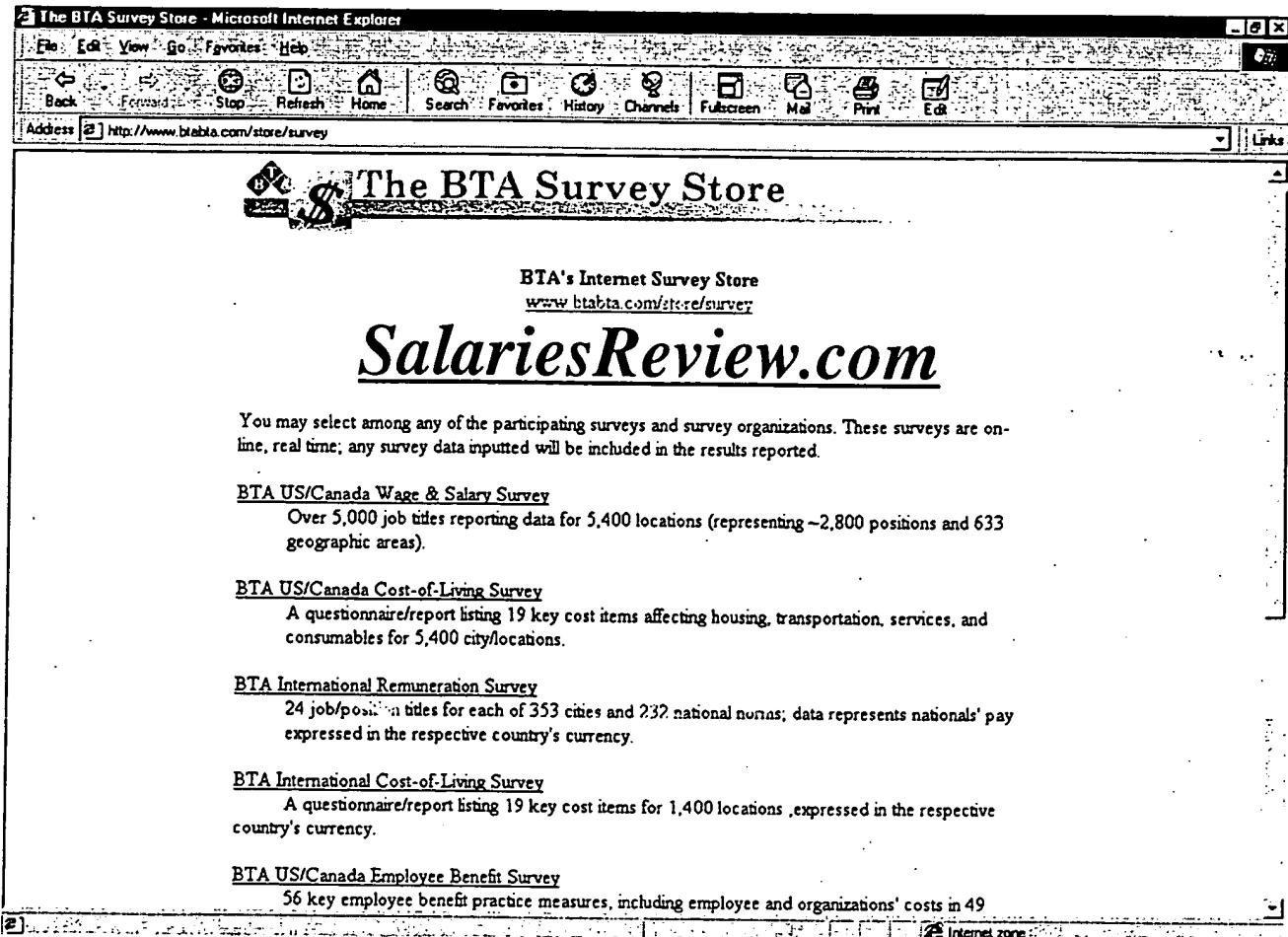
Graphics produced for Federal Registration for
Trademark, Patent, and Copyright protection as
they might apply.

Site registered with Network Solutions
as of

First introduced with Assessor Series[®]
ERI research PC diskettes/program:
with the [REDACTED] editions.

Beta tests of store/survey as of

SalariesReview.com

A screenshot of a Microsoft Internet Explorer browser window. The title bar reads "The BTA Survey Store - Microsoft Internet Explorer". The menu bar includes File, Edit, View, Go, Favorites, Help, and a separator. Below the menu is a toolbar with Back, Forward, Stop, Refresh, Home, Search, Favorites, History, Channels, Fullscreen, Mail, Print, and Edit buttons. The address bar shows the URL "http://www.btabta.com/store/survey". The main content area features a logo with a globe and the text "The BTA Survey Store". Below it is the subtext "BTA's Internet Survey Store" and the URL "www.btabta.com/store/survey". The main heading "SalariesReview.com" is displayed in a large, underlined font. A descriptive text block follows, stating: "You may select among any of the participating surveys and survey organizations. These surveys are online, real time; any survey data inputted will be included in the results reported." Below this are five survey descriptions, each with a link:

- BTA US/Canada Wage & Salary Survey**
Over 5,000 job titles reporting data for 5,400 locations (representing ~2,800 positions and 633 geographic areas).
- BTA US/Canada Cost-of-Living Survey**
A questionnaire/report listing 19 key cost items affecting housing, transportation, services, and consumables for 5,400 city/locations.
- BTA International Remuneration Survey**
24 job/position titles for each of 353 cities and 232 national norms; data represents nationals' pay expressed in the respective country's currency.
- BTA International Cost-of-Living Survey**
A questionnaire/report listing 19 key cost items for 1,400 locations, expressed in the respective country's currency.
- BTA US/Canada Employee Benefit Survey**
56 key employee benefit practice measures, including employee and organizations' costs in 49

Preface

Background

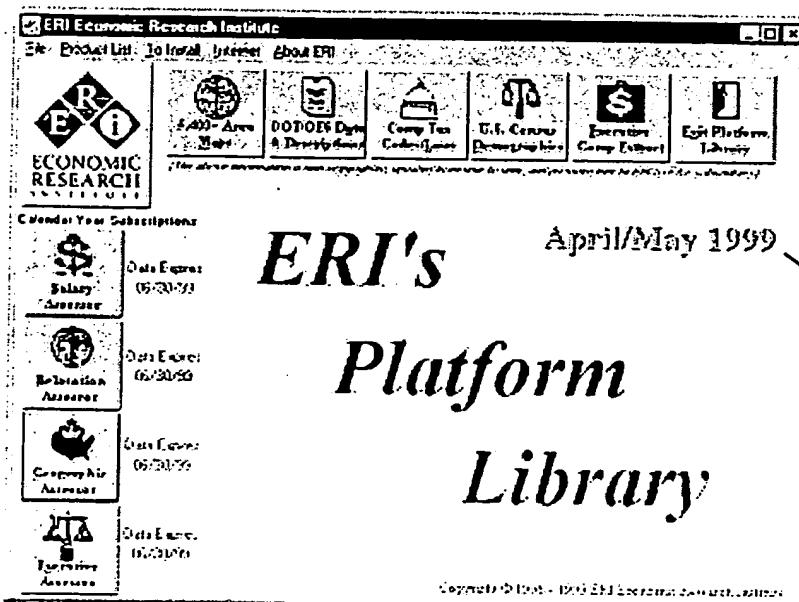
ERI has registered and copyrighted a series of software products containing databases which are updated at least quarterly. In the past, these updates have been sent to subscribers via the mail but as of two years ago, Internet downloads were also made available.

At the same time, ERI has been assisting Baker, Thomsen Associates in the development salary and cost of living U.S., Canada, and International surveys. The result of which is SalariesReview.com, an Internet based set of surveys which allow corporations and employees to access (for a fee) the competitive norm that they might expect for a specific job, product, or service.

There is nothing new about salary surveys (be they on the Internet or elsewhere) as they have been around since the time of the Egyptians. What is new, is that each Assessor Series® can download data (make "calls for specific data" from BTA's surveys at SalariesReview.com, extract that data from the Internet file server, and then download this data into Assessor Series analyses). Applications include:

- o for the Geographic Assessor® data from the SalariesReview.com site is downloaded into a Survey Input spreadsheet found in the ImmigrationSurvey Input tab.. This data is downloaded (into Assessor Series analyses) from SalariesReview.com.
- o for Relocation Assessor®, data for a 16 -20 item, Cost of Living Data Page and a "FAVR" (Fixed and Variable Rate) Page for auto analyses are downloaded from SalariesReview.com.
- o for Salary Assessor®, the ability to purchase International data by downloading national pay data for 24 and/or expatriate data for 16 positions from SalariesReview.com.
- o for Executive Compensation Assessor®, the full proxy text and 10K for any specified/selected "comparable" corporation can be downloaded.

All can now access SalariesReview.com individually or from ERI's CD-ROM application:



This date varies by Quarter, diskettes and CDs are released on 1/1, 4/1, 7/1, and 10/1 of each annual subscription year.

Geographic Assessor® - SalariesReview.com input from the Internet

Geographic Assessor

File Edit View Library Internet Sources Help

Two City Comparison Graphs Comparison List Immigration Analysis

Change Area Software Engineer DOT: 030.052-010
OES: 22127, NOC: 2147

OES Data | Census Data | OES Description | DOT Description | Survey Input | Method | GA Letter 2-98

Survey Position Title: Search

Salary Survey Weighted Average: ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.

Survey/Source Name:

Survey Publisher:

Survey Publication Date: 1/ 1/00 ERI's Projected Mean, based on time series analyses of multiple data sources projecting real time date, indicates a projected mean less than the published OES Level II (approximately the 50th percentile) for this job. Review Survey Sources, call ERI @ 800-627-3897, Extension #5, for referral to consulting firms that offer commissioned survey retrieval services, or utilize the "Retrieve Internet Survey Data Button" found below.

Survey Data Effective Date: 1/ 1/00

Number of Employees: 0

Number of Organizations: 0

Survey Page Number: 0

Employer Location: Abbeville, Louisiana

Salary Survey Area:

OES Area: NEW IBERIA

Survey Position Description:

Other Data From This Survey:

Retrieve Latest Internet Salary Survey Database Extract

View Methodology

Submit Cancel

Data as of: April 01, 1999 File:

a) the screen shot shown in the Geographic Assessor Immigration Analysis Survey Input Tab

b) subscribers either fill in these blanks using a hardcopy survey report (typing in the data) or

c) via the "Submit" button below, they automatically and transparently access SalariesReview.com and retrieve the data see the next page.

Geographic Assessor - SalariesReview.com input from the Internet

Geographic Assessor

File Edit View Library Internet Sources Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area Accounting Supervisor ERI: 183137-057
OES: 21114-NOC:1212

Survey Position Title: Accounting Supervisor Search

Salary Survey Weighted Average: 67.258 ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.

Survey/Source Name: BTA U.S./Canada Internet Based Salary Survey

Survey Publisher: Baker, Thomsen Associates

Survey Publication Date: 5/25/99 ERI's Projected Mean, based on time series analyses of multiple data sources projecting real time data, indicates projected mean less than the published OES Level II (approximately the 50th percentile) for this job. Review Survey Sources; call ERI @ 800-527-3697, Extension #5, for referral to consulting firms that offer commissioned survey retrieval services, or utilize the "Retrieve Internet Survey Data" button found below.

Survey Data Effective Date: 4/1/99

Number of Employees: 1,328

Number of Organizations: 1,195

Survey Page Number: 1,305

Employer Location: Los Angeles, California

Salary Survey Area: Los Angeles

OES Area: LOS ANGELES-LONG BEACH, CA PMSA

Survey Position Description: Accounting Supervisor

Overview: Excludes supervisors whose staffs are 100% nonexempt.

Essential Functions: *Supervises professional level financial accounting operations and oversees financial*

Other Data From This Survey: Alternate Titles
Supervisor, Accounting

Retrieve Latest Internet Salary Survey Database Extract View Methodology

Submit Disconnected
File: Data as of: April 01, 1999

Connected
File: Data as of: April 01, 1999

Disconnected
File: Data as of: April 01, 1999

Verifying data.
Data verified.

The capability to extract compensation data and drop it into an Assessor is unique.

d) an invisible browser is called up within an Assessor and the data from SalariesReview.com is extracted

e) the programming consists of Assessor Series PC code, a browser (self made by ERI), the connection to ERI file server's operating system language (with SalariesReview.com databases on ERI's fileserver and the reverse flow to drop data into the Assessor Survey Input Spreadsheet.

f) And if a subscriber wishes to review the actual report, select the underlined prompt and see the next page

Geographic Assessor - SalariesReview.com input from the Internet

 The BTA Survey Store

U.S./Canada Wage & Salary Survey Report

Search Request:

Accounting Supervisor
Los Angeles, California United States

Data Effective: 01-Apr-1999

Search Results:

Survey Position Title	Accounting Supervisor
Salary Survey Weighted Average:	US\$ 67,258
Survey/Source Name:	BTA U.S./Canada Internet Based Salary Survey
Survey Publisher:	Baker, Thomsen Associates Inc.
Survey Publication Date:	24-May-1999
Latest Data Collection Date:	01-Apr-1999
Number of Employees:	1,328
Number of Organizations:	1,195
Salary Survey Area:	LOS ANGELES
<u>Alternate Titles</u>	
<u>Alternate Titles</u>	
Supervisor, Accounting	

Survey Position Description

Excludes supervisors whose staffs are 100% nonexempt. Supervises professional level financial accounting operations and oversees those who estimate expenditures expected and submits to management. Analyze records of present and past operations, trends and costs, estimated and realized revenues, administrative commitments, and obligations incurred. Develop, install, and maintain budgeting systems which provide control of expenditures made to carry out activities, such as advertising and marketing, production and labor, maintenance, or project activities, such as construction of buildings. Advise management regarding matters, such as effective use of resources and methods for preventing capital being frozen. Interpret accounts and records to management.

Table 1

Currency: U.S. Dollars

Position	Incumbents	Firms	Low	Average	High	Bonus
• Accounting Supervisor	1,328	1,195	42,285	67,258	91,051	20,850

Methodology/Description

Report Date: 24-May-1999

Country-of-origin values based on exchange rates effective 01-Apr-1999

End of Report

a) the screen shot of the data shown in the Geographic Assessor Immigration Analysis Survey Input Section pull from a report page that looks like the one at the left.

b) subscribers either fill in these blanks using a hardcopy survey report (directly typing in the data) or

c) via the "Submit" button, Assessors automatically and transparently access SalariesReview.com and retrieve the desired data.

Relocation Assessor® - SalariesReview.com input from the Internet

Relocation Assessor					
File Edit Graphs Tables Data Options Internet Help					
Prepared For		Housing		Automobile(s)	
Name: <input type="text"/> Annual Earnings: <input type="text" value="100,000"/>		Own or Rent: <input type="radio"/> Rent <input type="radio"/> Buy	Square Feet: <input type="text" value="1,200"/>	Number Owned: <input type="text" value="1"/>	Total Value: <input type="text" value="20,000"/>
Family Size: <input type="text" value="2"/>				Miles/Year: <input type="text" value="20,000"/>	
Two City Cost Comparison				Base City: <input type="text" value="Berlin, Germany"/>	
Data As Of: <input type="text" value="Apr 01, 1999"/>				Destination City: <input type="text" value="North Clark County, User"/>	
				Deutsche Mark	Differentials
				Deutsche Mark	Deutsche Mark
Consumables	18,684	14,895	-3,790		
Transportation	8,836	4,267	-4,568		
Health Services	3,575	2,623	-952		
Rent/Utilities/Insurance	55,691	26,297	-29,394		
Income+Payroll Taxes	30,710	25,677	-5,032		
Miscellaneous	-17,496	-17,496	0		
Total Cost of Living	100,000	56,263	-43,737		
COL % of Base City	100.0 %	56.3 %	-43.7 %		
COL % of U.S. Average					
Monthly Rent	4,190	2,000	-2,189		
Per Diem Lodging	202	89	-113		
Per Diem Food/Other	115	53	-62		
Area Included	Berlin, Germany	Battle Ground, Washington			
Area Included		Brush Prairie, Washington			
Area Included		Ridgefield, Washington			
<input type="button" value="Retrieve Data"/>			<input type="button" value="Retrieve Data"/>		

~~ERI is an outsource of compensation & benefits research. We analyze surveys, we do not conduct them. To allow subscribers to review an actual survey's results, Assessor subscribers may retrieve data from BTA's U.S./Canada and International Cost-of-Living Surveys. ERI can not warrant the accuracy of this single survey and notes that the Relocations Assessor's results, derived from combining numerous surveys, will be more "robust" than any single survey.~~

- a) Retrieve data directly from SalariesReview.com using BTA International Cost-of Living Survey
- b) Retrieve data directly from SalariesReview.com using BTA US/ Canada Cost-of Living Survey
- c) Data is drawn from an Internet questionnaire - see next page.

Relocation Assessor - Internet Output - Data Supporting Two City Analyses



ERI's Cost of Living Survey Input Questionnaire

Quick International Cost of Living COSTS

You have chosen:

Country: United States
City: U.S. All Renters
Currency: UNITED STATES DOLLAR

Input one observation of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with North American buying habits. Assumed currency [= UNITED STATES DOLLAR =]

Consumables

Temporarily Stationed Employee

1. Price of one "Big Mac" or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings)
2. One container, .8 liter or 12 oz Coca Cola/equivalent

For the Traveler

Temporarily Stationed Employee

3. Hotel room - daily rate for average room - twin bed
4. Daily amount for meals and incidental expenses for the traveling businessperson

Housing

Long Term Stationed Employee

5. Monthly rent for 2 bedroom (~85 sq. meters or 900 sq. ft.)
6. Monthly utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee)
7. Monthly electrical rate per kilowatt hour

Services

Long Term Stationed Employee

8. Total monthly premium for median cost family HMO (or equivalent coverage ie., any National Plan)
9. Office visit with general practitioner for periodic medical exam (physician's fee, before insurance)
10. Total monthly premium for a single employee under median cost indemnity medical plan available in area

Taxes

11. Sales or Value-Added tax rate on Consumables
12. Residence (owned) property tax/mill rates (/1000)

Transportation

Long Term Stationed Employee

13. 2.5 Liters or 1 gallon of regular mid-level gasoline
14. Annual auto insurance as a % of auto value
15. Annual auto registration plus fees as a % of auto value

(Inputted data will be compared to United Nations and U.S. State Department reported data; -5% and +10% or greater variances will be flagged for audit knowing that government measures are often 4-9 months out of date.) If you agree with the information as submitted please press here:

Relocation Assessor - New FAVR Input Screen - Under Development

Prepared For		
Name: <input type="text"/>	Housing	Automobile(s)
Annual Earnings: <input type="text" value="100,000"/>	Own or Rent: <input type="button" value="Rent"/>	Number Owned: <input type="text" value="1"/>
	Square Feet: <input type="text" value="1,200"/>	Total Value: <input type="text" value="20,000"/>
	Family Size: <input type="text" value="2"/>	Miles/Year: <input type="text" value="20,000"/>
Two City Cost Comparison		Destination City:
Data As Of: Apr 01, 1999	Base City: Berlin, Germany	North Clark County, User
	Deutsche Mark	Deutsche Mark
		Differentials
		Deutsche Mark

Automobile

Make

Model

Year

Accessories:

Driving Conditions

Own/Lease

(Application illustrated - now under development -
and is shown only because it too will download
data directly from SalariesReview.com.)

Salary Assessor®- SalariesReview.com input from the Internet

Salary Assessor

File Edit View Options Description Library Internet Sources Help

Individual Profile Benchmark List Geographic List International Salary Data Analysis

Sales Area Manager DOT: 163167-018
OES: 13011 NOC: 15

Customize Table Show customized table Annual Salaries

Years Of Experience	Range Minimum	Projected Median	Range Maximum
16	56,892	65,262	80,972
8	45,655	52,327	64,979
1	31,286	35,785	44,528

Data That Affect Salaries

Organization Data
Area: Berlin, Connecticut
Industry: Food Stores
Codes: SIC: 5400, PBA: 5410, NAIC: NA
Size (Revenue): (Data not sensitive to size)

Planning Date: May 31, 1999

Base Salary Graph

Salary

Years Of Experience

Retrieve National Data

Retrieve Expatriate Data

ERI is an outsource of compensation & benefits research. We analyze surveys, we do not conduct them. To allow subscribers to review an actual international survey's results, Assessor subscribers may retrieve data from BTA's International Remuneration Survey that reports upon 24 national positions. Should "Retrieve National Data" be selected, the Salary Assessor will model the estimated competitive rate for the above selected position based upon the retrieved data. Should "Retrieve Expatriate Data" be selected, the Salary Assessor will model an estimated competitive rate based upon cost-of-living, hardship, premium, and other factors. BTA data is "third-party" data and the value shown is that of an "estimate". BTA collects a fee of \$19 for each retrieval from their survey databases.

a) Retrieve wage & salary survey data from BTA's International Remuneration Survey by selecting retrieval of "nationals" pay via SalariesReview.com

b) Retrieve wage & salary survey data from BTA's International Remuneration Survey by selecting retrieval of either U.S. or Canadian Expatriate pay via SalariesReview.com

c) Data is extracted so that national pay levels may be reported and/or modeled.

Salary Assessor Internet Output
SALARY ASSESSOR
 FEB 27 2004
International Estimate

CHIEF FINANCIAL OFFICER

CANADIAN EXPATRIATE ESTIMATE

Estimated Mean Salary Range

Size (revenue)	9,875,000	98,750,000	987,500,000
Range Maximum	\$160,477	\$296,305	\$479,950
Mean	\$90,767	\$167,594	\$271,465
Range Minimum	\$47,199	\$87,149	\$141,162

Specifications		Base Salary Graph
Prepared For:	Software Firm Inc.	<p>RECEIVED MAR 03 2004 Technology Center 2100</p>

(items in bold affect salary estimates)

Data upon which the above Estimate is Modeled			
National Salaries (National Currency)	EURO	National	Expatriate Salaries
Truck Driver Light	24727200.	33500410.	With City of Origin as
Waitress	62160430.	33515220.	NEW YORK WASHINGTON ATLANTA CHICAGO
Electrical Engineer	82453390.	7921220.	Marketing/Planning Manager 71381 48154 46583 49013
Social Worker	30871610.	37163320.	National Sales Manager 57761 91613 98332 93467
Teacher, Elementary	44266430.	42321660.	Finance Manager 101391 24996 23607 24530
Teacher, Secondary	47354630.	45803600.	Plant/Production Manager 115509 109720 107271 97077
Registered Nurse	87459760.	64931350.	Human Resources Manager 76042 71501 70120 63164
Child Care Supervisor	61890230.	5912110.	Quality Control Engineer 70977 74565 72134 69871
Salesperson, Retail	20027210.	33533860.	Communications Technician 63932 87173 55665 43980
Secretary	23578370.	23534520.	Export Sales Specialist 42951 38993 36972 33880
Clerk	21785740.	38360170.	Import Sales Specialist 42951 38993 36972 33880
Accounting Clerk	22264710.	27921250.	Administrative Specialist 42951 38993 36972 33880
General Office Clerk	22264710.	24108190.	Sales Area Manager 42951 38993 36972 33880
Waiter/Maitre	25216270.	17664570.	Marketing Sales Rep 46194 42864 40399 36735
Food Preparer/Worker	18478050.	22321570.	Plant Controller 70729 65594 64331 57746
Janitor	22231770.	21245190.	Purchasing Specialist 53737 48522 46397 42334
Groundskeeper/Worker	23884120.	32846640.	Administrative Assistant 40733 37683 33281 22129
Veterinary Assistant	23513670.	21094230.	Executive Secretary 40829 34838 34734 31534
Formerly Clerks	14453650.	15921270.	
Information Supervisor	562110.	33515220.	
Information Regular	2148470.	33326370.	
Carpenter	34371640.	33391520.	
Truck Driver Heavy	38277640.	36554680.	
Electronics Assembler	30244160.	29915820.	

ERI Economic Research Institute, 16770 N.E. 79th Street, Suite 104, Redmond, Washington 98052 USA

(425) 556-0205 FAX: (425) 885-5091 Internet: <http://www.erieri.com> E-Mail: eri_redmond@msn.com

**This Page is Inserted by IFW Indexing and Scanning
Operations and is not part of the Official Record**

BEST AVAILABLE IMAGES

Defective images within this document are accurate representations of the original documents submitted by the applicant.

Defects in the images include but are not limited to the items checked:

- BLACK BORDERS**
- IMAGE CUT OFF AT TOP, BOTTOM OR SIDES**
- FADED TEXT OR DRAWING**
- BLURRED OR ILLEGIBLE TEXT OR DRAWING**
- SKEWED/SLANTED IMAGES**
- COLOR OR BLACK AND WHITE PHOTOGRAPHS**
- GRAY SCALE DOCUMENTS**
- LINES OR MARKS ON ORIGINAL DOCUMENT**
- REFERENCE(S) OR EXHIBIT(S) SUBMITTED ARE POOR QUALITY**
- OTHER:** _____

IMAGES ARE BEST AVAILABLE COPY.

As rescanning these documents will not correct the image problems checked, please do not report these problems to the IFW Image Problem Mailbox.